



Perennial Growth

41st Annual Report
June 2023



Growing into emergence

Wishing our community a year filled with limitless wonder, endless wander, and incredible growth!

This past year was a defining period for Today’s Family.

We could have gone up, down, or side-to-side. We could have become blue, yellow, green, or orange. Instead, we held strong to who we are, what we believe, and why we exist. Together with you, we re-declared our mission, carrying our values with us every step of the way. We chose to sing.

Throughout the year, with many by our side and with the beginning of the Canada-Wide Early Learning and Child Care Plan, we sang on the highest mountains of the importance of the very essence of our work. In centres, in homes, and in neighbourhood places, we told stories that helped us define the very organization we are destined to become. For us, we are moving towards our vision of the future, of a place to experience the joy of learning through play for every **child** and family. A place to belong. Our mission declared.

In 2022, Today’s Family embarked into a historic period in early learning and **child care** – the implementation of the Canada-Wide Early Learning and Child Care Plan. Our sector is in a state of a great metamorphism. Together with our people and partners, we are focused on increasing access to affordable, accessible, inclusive, and high-quality licensed **child** care, an essential and valuable resource and experience for new families and the youngest of Canada’s **children**.

We’ve begun to reduce rates for **child** care, increase the amount of licensed **child** care

spaces in neighbourhoods, and advocate for better for our people. **Child** care is already becoming more into reach for families who need it most. What we accomplish together now will set the stage and foundation for the future of a well supported, leveraged, and respected early learning and **child** care system. Toward a future where every **child** has a place to play and belong.

You will notice that this Report to Community feels different. That is what we hope to achieve this year, something different.

Today’s Family has been growing since 1982. One might think that is a long time, which it is, but to us, it always feels like we are just getting started. Over the last 41 years, we’ve grown into a community garden of 300 caring staff and educators, 110 home **child** care educators, 80 volunteers, 100 youth all caring for 6,000 **children** and families in 84 neighbourhoods located in 4 growing municipalities. And yes, we still have more growing to do. But why? Why are we so eager to grow?

Well, you see, it is not so much about the growth of our physical size, but more about the growth of a feeling. When **children** and families have access to high quality, inclusive and affordable licensed **child** care in their own neighbourhood, it creates a sense of belonging and connection that every family deserves. When you walk into Today’s Family and hear that “buzz”. Or when we run into each other in the community and it feels like no time has passed. Or when you feel this inner glow of pride for being a part of it all. That is our feeling and that is what we want to grow.

You see, rather than just telling our stories of this feeling, we want to measure it. This time in our history is like none

ever experienced before in our sector. With the rollout of a historic **child** care program for families, we have the opportunity to achieve so much together. This is a moment in time that we want to capture. Together with you, we will begin to chart this stage of our emergence.

As you unfold this report, you will notice that we are destined to grow tall. In early learning and **child** care we are privileged to watch **children** and families grow. We watch **children** grow into their neighbourhoods, happy, healthy, and together. As the year proceeds ahead of us and Today’s Family continues to emerge before our very eyes, we invite you to grow along with us.

Whether you are our community partners — our board members, municipal partners, schools, and community resources, you are the rising the sun. No matter what, we know that you will always be there for us. You do this because we need you to, and you know that and hold it close to you.

You are the gift that we need to grow.

Whether you are our people — our caring educators, home educators, and staff, the growers of the growing. You play a role in this emergence like no other can. You are the watering can that, no matter what, continues to fill and pour from a place of wholehearted and ecstatic admiration. **You help us grow, each day. You are the gardeners of the feeling.**

Whether you are our **children** and families — you are the reason for this chapter of our being. You are the growing seed before the emerging flower. You are the author in this story. You are who we dream of. You even might be the one writing this report one day, and what a story

that would be to tell. You are today’s families and we can’t wait to see what is in store for you. Let this be your year of flowering.

We hope that this invitation offers excitement and a craving to follow the “buzz” to some place new with us.

Until we come together again next year, we leave you with this final wonder:

One year from now, we will be a different Today’s Family, telling a different story. What will we look like? What will we have learned together? How and where will we be playing? Who will be here with us who we met along the way? And lastly, what we will we feel?

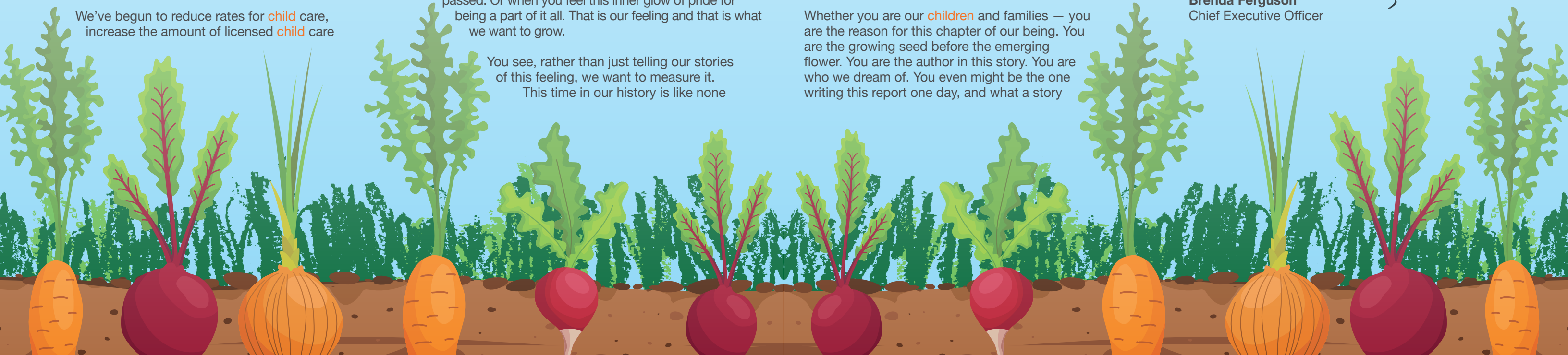
In places of emergence.

Wishing our community a year filled with limitless wonder, endless wander, and incredible growth!


Andrew Welland
Board Chair


Victoria Long
Board Vice-Chair


Brenda Ferguson
Chief Executive Officer



Growing numbers

6000

Children and Families

100
Youth Partners

84

Neighbourhoods
served

300
Staff and
Educators

110
Home Child Care
Educators



10
Early
Learning
and Child
Care
Centres

12

EarlyON
Child and Family
Centres

21
Before
and
After
School
Programs

80
Volunteers
and
Placement
Students



Our Commitment to Belonging

We believe in the importance of places to learn and play for all who gather at Today's Family. A place where no **child**, family, or member of our community experiences inequity.

We are proud to share and elevate the gifts of diversity that exist within our community. We are accountable to ensuring that diversity is embraced at Today's Family in thoughtful and inclusive ways.

We know that every **child** and family has a special story to tell. We hold ourselves accountable to the listening and learning needed to allow space for everyone to have the opportunity to share their own story.

We acknowledge we will always have more learning, more discussion and more work to do for everyone to belong.

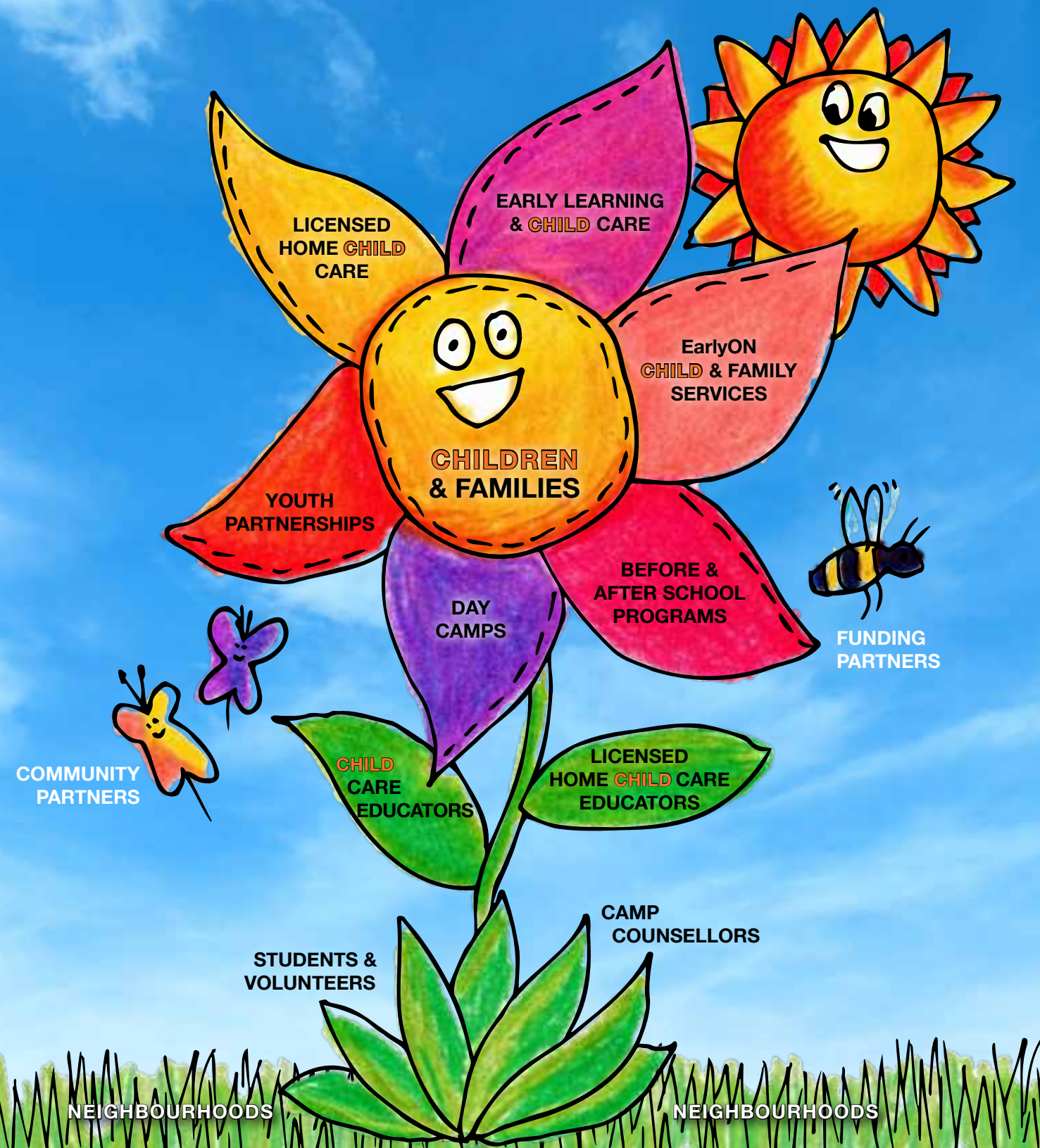


We all grow together

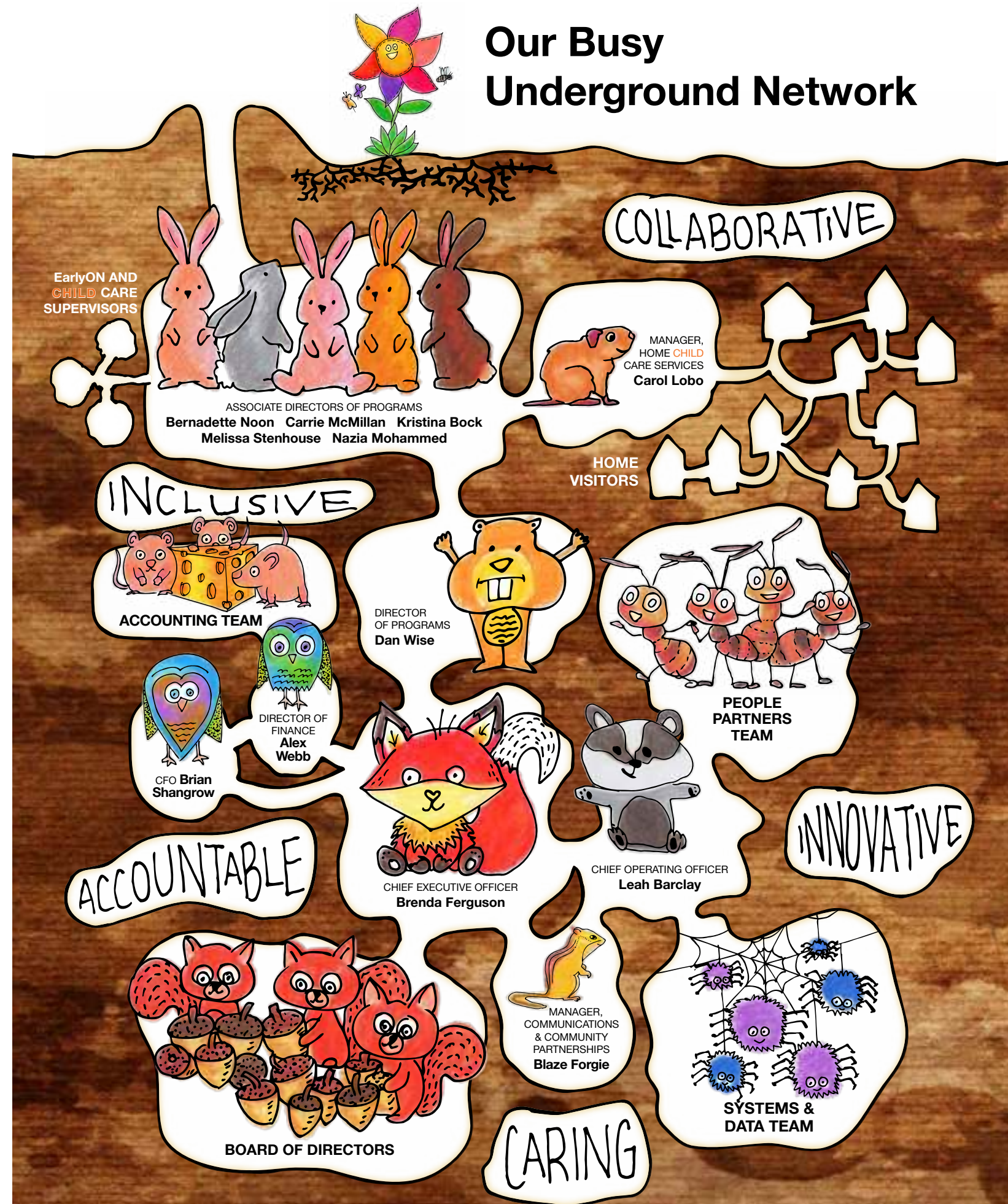
As more and more families require **child** care, we rely more and more on the partnerships and collaborations with our community partners. Together, we help more than 6,000 **children** and families grow.

- Affiliated Services for Children & Youth (ASCY)
- Arts for All
- Association for Early Childhood Educators, Ontario (AECEO)
- Bike for Mike
- BGC Hamilton-Halton
- Brant Haldimand Norfolk Catholic District School (BHNCDSB)
- Canada Summer Jobs (CSJ)
- Canadian Child Care Federation (CCCCF)
- Carlisle Church
- Catholic Children's Aid Society of Hamilton (CCAS)
- Centre3 for Print and Media Arts
- Centre de Sante Communautaire
- Children's Aid Society of Hamilton (CAS)
- Children's Lands Canada
- City of Hamilton
- Community Action Program for Children (CAPC)
- Community Fridges HamOnt
- Community Living Burlington
- Community Living Hamilton
- Fanshawe College – Simcoe Campus
- Gilkson Community Kids' Space
- Grand Erie District School Board (GEDSB)
- Halton District School Board (HDSB)
- Halton Region
- Hamilton Community Foundation
- Hamilton Conservatory for the Arts
- Hamilton District Chamber of Commerce
- Hamilton Public Library
- Hamilton-Wentworth Catholic Child Care Centres (HWCCC)
- Hamilton-Wentworth Catholic District School Board (HWCDSB)
- Hamilton-Wentworth District School Board (HWDSB)
- Haldimand-Norfolk REACH
- Haldimand & Norfolk Social Services
- Halton Resource Connection
- Heritage Green Child Care
- HIGH Five – Quality at Play
- Home Child Care Association of Ontario (HCCAO)
- Immigrants Working Centre
- Interval House Hamilton
- Marshall Memorial Church
- Milton Community Resource Centre (MCRRC)
- Ministry of Education
- Mohawk College
- Niwasa Kendaaswin Teg
- Ontario Nonprofit Network
- Oxford County
- Oxford Community Child Care (OCCC)
- Quality Early Learning Network of Ontario (QELN)
- Regional Municipality of Haldimand Norfolk
- Social Planning and Research Council of Hamilton (SPRC)
- St. Matthew's House
- Strengthening Community Roots (SCORE)
- tng Consulting
- Umbrella Child and Family Centres
- Waterdown BIA
- Wee Watch Hamilton
- Wesley Urban Ministries
- Wishart Advertising & Graphic Design
- Yellow Boots
- YMCA of Hamilton / Burlington / Brantford
- YWCA Hamilton

Working together
to enrich today's families, we want
what's best for **children.**



Our Busy Underground Network



Financials

Year ended
December 31, 2022
**Today's Family –
Caring For Your Child**

**Total Revenue
of \$17,950,266**



Sources:				
<div></div>	A	Subsidized Child Care Fees	\$ 5,333,050	29.71%
<div></div>	B	Child Care Fees	3,592,524	20.01%
<div></div>	C	City of Hamilton	5,641,884	31.43%
<div></div>	D	Halton Region	683,563	3.81%
<div></div>	E	Norfolk County	1,189,068	6.62%
<div></div>	F	Oxford	69,000	0.38%
<div></div>	G	EarlyON	1,256,580	7.00%
<div></div>	H	Federal Government Assistance	161,242	0.90%
<div></div>	I	Other sources	23,355	0.13%
Total Revenue			\$ 17,950,266	100%



Uses:			
<div></div>	A	Salaries and Benefits	\$ 11,708,065 65.23%
<div></div>	B	Home Child Care Providers	2,536,853 14.13%
<div></div>	C	Program/Other costs	2,400,050 13.37%
<div></div>	D	Rent and Occupancy	678,497 3.78%
<div></div>	E	Amortization of Assets	370,312 2.06%
<div></div>	F	Surplus	256,489 1.43%
Total Uses		\$ 17,950,266	100%

Copies of financial statements audited by Pettinelli, Mastroluisi LLP, Chartered Accountants are available through the Business Office of Today's Family.

Work and Family Connections
The Organization, which provides consultation in connection with family dependent care needs, was inactive throughout the year.

Today's Family Strategic Plan 2022-2025

STRATEGIC PRIORITIES:



We will focus on financial strength and stability

We will invest in our people



We will embrace and embed a commitment to Equity, Diversity, and Inclusion in our culture and our practices

We will promote Today's Family collaborative model to lead early learning and **child care system development**



OUR MISSION

Working together to enrich today's families, we want what's best for **children**.

OUR VISION

That every **child** experiences the joy of learning through play.

OUR VALUES

Today's Family values caring, collaboration, accountability, inclusion, and innovation.

Today's Family
Early Learning and Child Care



Today's Family Early Learning and **Child** Care
44 Greendale Drive, Hamilton, Ontario L9C 5Z4

Legal name: Today's Family – Caring For Your **Child**
Charitable Registration Number: 107971590 RR 0001

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Halton: 289 288-0059
Haldimand, Norfolk, and Oxford: 1 844 574-9344